

ACTION SUMMARY

#	Allegation	Recommendation	Cat	Response	Due
8	Executive Protection Unit	Disband special protection unit and use security as needed	Pol B	Done	1-Jun
18	No Approved Salary Admin Plan	Complete plan, have it approved, comply with it	Per D	Done	1-Jul
6	Preselection of 2 majors	Set aside promotions, assess need, fill according to protocol	Per D	Met with DHRM - Resolved	1-Jul
11	SLAP Expenditure Accountability	Establish Separate Cost Code	Fin D	Done	1-Jul
27	Anti-Terrorism Conference	Prepare report of information on conference	D	Done	1-Jul
23	Inappropriate Temp Pay Increase	Rotate SLAP job duty or establish permanent positions	Per D	Done - Permanent Positions Established, Advertised, Filled	1-Jul
1	Employee Retaliation	Stop the Practice	Per D	Done - Anti-retaliation policy issued by Agency and by Board	1-Jul
G2	Hotline Contact	Reiterate non-retaliation policy	Pol B	Done - Policies Complete	1-Jul
1	Employee Retaliation	Bradbery accountable	A D	VSP Investigation Ongoing	1-Aug
2	Africa Supplies	Bradbery accountable	A D	VSP Investigation Ongoing	1-Aug
2	Africa Supplies	Caison accountable	A D	VSP Investigation Ongoing	1-Aug
4	Editing Hoffer Safari Video	Caison accountable	A D	VSP Investigation Ongoing	1-Aug
4	Editing Hoffer Safari Video	Sledd accountable	A D	VSP Investigation Ongoing	1-Aug
7	Misuse of State Property	Caison accountable for car	A D	VSP Investigation Ongoing	1-Aug
7	Misuse of State Property	Caison accountable for personal cell phone calls	A D	VSP Investigation Ongoing	1-Aug
12	FLW Bass Tournament	Davis accountable	A D	VSP Investigation Ongoing	1-Aug
24	Selling on State Time	Boyd accountable	A D	VSP Investigation Ongoing	1-Aug
24	Selling on State Time	Bradbery accountable	A D	VSP Investigation Ongoing	1-Aug
7	Misuse of State Property	Evaluate cheaper cell phone plan	Fin D	Done - Changes Complete	1-Sep
7	Misuse of State Property	Review all cell phone plans	Fin D	Done - Review Completed	1-Sep
7	Misuse of State Property	Caison reimburse for personal cell phone calls	Fin D	VSP Investigation Ongoing	1-Sep
4	Editing Hoffer Safari Video	Develop process and criteria for providing video services	Pol D	Done - Policy Complete	1-Sep
16	Convention attendance	Conference attendance based on agency and employee need	Pol D	Policy Complete - Pending approval by Secretary of Natural Resources	1-Sep
14	Field Testing of Equipment	Establish formal equipment testing process	Fin D	Done - Policy Complete	1-Sep
G7	Documented Policies & Procedures	Field testing of clothing and equipment	Fin D	Done - Policy Complete	1-Sep
3	Inappropriate AMEX Purchases	Standardize equipment needs by job category	Fin D	Done - Policy Complete	1-Sep
11	SLAP Expenditure Accountability	Standardize uniform and equipment policies for SLAP	Fin D	Done - Policy Complete	1-Sep
G7	Documented Policies & Procedures	Personal equipment	Fin D	Done - Policy Complete	1-Sep
G9	Equipping Vehicles	Establish job related standards for vehicle equipment	Fin D	Done - Policy Complete	1-Sep
13	Inappropriate Uniform Purchases	Establish process for uniform exceptions for person items	Fin D	Done - Policy Complete	1-Sep
13	Inappropriate Uniform Purchases	Establish uniform exceptions process for sworn officers	Fin D	Done - Policy Complete	1-Sep
13	Inappropriate Uniform Purchases	Establish uniform needs for non-sworn officers	Fin D	Done - Policy Complete	1-Sep
13	Inappropriate Uniform Purchases	Standardize uniform needs for sworn officers	Fin D	Done - Policy Complete	1-Sep
G7	Documented Policies & Procedures	Uniforms	Fin D	Done - Policy Complete	1-Sep
G8	Equip. and Uniform Contracts	Establish contracts for standard equipment	Fin D	Done	1-Sep
G4	Internal Audit Function	Establish internal audit function	Pol D	Done	1-Sep
15	ATV/PWC @ Hoffer's Estate	Review equipment placement in Region 1	Pol D	Done - ATV/PWC removed from property	1-Sep
9	Hoffer Dove Hunt	No use of state funds for private hunts	Pol B	Done - Board Policy	1-Oct
20	Limited salary increase for law	Request code change to allow outside recruiting	Leg G	Secretary of Natural Resources Recommends Legislation	1-Oct
G1	Board	Agency Head Appointed by Governor	Leg G	Secretary of Natural Resources Recommends Legislation	1-Oct
G1	Board	Change to Policy Board	Leg G	Secretary of Natural Resources Recommends Legislation	1-Oct
19	Ratio of Law Officers	Review current staffing and determine appropriate ratio	Per D	To Be Implemented January 2006	1-Oct
17	Inappropriate Beginning Salary	Comply with DHRM guidance and use HR expertise	Per D	Done - Component of Agency Salary Administration Plan	30-Oct
20	Limited salary increase for law	Implement in-band adjustment process based on KSAs	Per D	Done - Component of Agency Salary Administration Plan	30-Oct
G3	Human Resources	Establish appropriate authority for HR Director, centralized	Per D	Done	30-Oct
G7	Documented Policies & Procedures	Salary Administration	Pol D	Done	30-Oct

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#	Allegation	Recommendation	Cat	Response	Due
2	Africa Supplies	Assure agency purchases are necessary and comply with CAPP	Fin D	Done - Policy Complete	30-Oct
2	Africa Supplies	Develop approval process for expensive items	Fin D	Done - Policy Complete	30-Oct
3	Inappropriate AMEX Purchases	Approval processes for purchases that are exceptions to rules	Fin D	Done - Policy Complete	30-Oct
3	Inappropriate AMEX Purchases	Document reason for all AMEX purchases	Fin D	Done - Policy Complete	30-Oct
3	Inappropriate AMEX Purchases	Establish thresholds for review of purchases	Fin D	Done - Policy Complete	30-Oct
3	Inappropriate AMEX Purchases	Review and set appropriate AMEX spending limits	Fin D	Done - Policy Complete	30-Oct
8	Executive Protection Unit	Establish procedures for vehicle purchase	Fin D	Done - Policy Complete	30-Oct
11	SLAP Expenditure Accountability	Establish procurement process for SLAP	Fin D	Done - Policy Complete	30-Oct
G5	Procurement Policies and Training	Discipline infractions to procurement policies	Fin D	Done - Policy Complete	30-Oct
G5	Procurement Policies and Training	Establish clear procurement policies	Fin D	Done - Policy Complete	30-Oct
G5	Procurement Policies and Training	Implement procurement review committee recommendations	Fin D	Done - Policy Complete	30-Oct
G5	Procurement Policies and Training	Provide training for AMEX card holders	Fin D	Done - Policy Complete	30-Oct
G7	Documented Policies & Procedures	Purchasing	Fin D	Done - Policy Complete	30-Oct
G7	Documented Policies & Procedures	Vehicles and related equipment	Fin D	Done - Policy Complete	30-Oct
3	Inappropriate AMEX Purchases	Document distribution of expensive equipment - inventory control	Fin D	Done - Policy Complete	30-Oct
G6	Equipment Usage	Establish inventory control process and keep records	Fin D	Done - Policy Complete	30-Oct
21	Inappropriate Lateral Role Change	Assess and document need for positions	Per D	Done - Agency Salary Administration Plan	30-Oct
21	Inappropriate Lateral Role Change	Document justification for lateral or re-advertise	Per D	Done - Agency Salary Administration Plan	30-Oct
22	Inappropriate Upward Role Change	Assess job duty changes for Davis	Per D	Done - Agency Salary Administration Plan	30-Oct
22	Inappropriate Upward Role Change	Assess job duty changes for Naff, create new EWP	Per D	Done - Agency Salary Administration Plan	30-Oct
22	Inappropriate Upward Role Change	Document and Justify Robinson promotion, create new EWP	Per D	Done - Agency Salary Administration Plan	30-Oct
5	Conflict of interest with Chairman	Develop a policy regarding COI with code of ethics	Pol B	Done - Board Governance Manual Approved	31-Dec
10	Woodfin appointed Game Warden	Comply with all regulations or set appointment aside	Pol D	Resignation of Director	31-Dec
10	Woodfin appointed Game Warden	Chief Law Officer responsible for day to day oversight	Per D	Resignation of Director	
1	Employee Retaliation	Partner with Warden Association	Pol D	Done and Ongoing	
G1	Board	Board Accountable:retal.,FOIA,condon africa,EPU,fiduciary	G G	Governor's Discretion - Board Accountable to Governor	
26	Ref. with US Marshall's Office	Reassess and consider canceling agreement	Pol D	Equipment Returned and Agreement Expired	
3	Inappropriate AMEX Purchases	Reimburse non-uniform clothing purchases	Fin D	VSP Investigation Ongoing	
4	Editing Hoffer Safari Video	Bill Mr. Hoffer for actual cost of video	Pol	Done - Reimbursement Received	
25	Athletic Club Membership	Negotiate better terms, eliminate extra memberships	Fin D	Resolved - 23 recruits and 1 law enforcement trainer for supervision	
1	Employee Retaliation	Woodfin accountable	A B	Resignation of Director	
2	Africa Supplies	Woodfin accountable	A B	Resignation of Director	
4	Editing Hoffer Safari Video	Woodfin accountable	A B	Resignation of Director	
1	Employee Retaliation	Restore Gozka's Training Status	Per D	Done	
12	FLW Bass Tournament	Use appropriate Funds	Fin	Done - Now Addressed in Policy	

Legend

A - Accountability Recommendation	G - Governor's Response
Fin - Financial Recommendation	B - Board Response
Leg - Legislation Recommendation	D - Directors' Response
Per - Personnel Recommendation	
Pol - Policy Recommendation	

Updated December 15, 2005